

Summary of Performance Based on SET ESG Metrics

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
Environmental Dimension						
E1 Policy and Compliance with Environmental Management Standards	Number of cases of legal violations or environmental impacts with corrective measures explained	Total	0	0	0	
	Value of damages or fines from legal violations or environmental impacts	Baht	0	0	0	
E2 Energy Management	Energy Consumption (Total)	kWH	4,611,898.00	5,274,248.00	6,356,049.01	
	Renewable Energy Consumption	kWH	1,514,537.64	1,493,633.13	1,554,728.71	

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	Energy Consumption per Unit (Energy Intensity)	KWh/kg	2.18	1.86	1.60	
E3 Water Management	Water Consumption	m ³	56,315	59,021	55,582	
	Water Consumption Target	m ³	154,560	194,880	194,880	
	Water Consumption per Unit (Water Intensity)	m ³ /Unit	0.060	0.051	0.046	
	Percentage of wastewater treated before disposal	%	100%	100%	100%	Zero Discharge
E4 Waste and Waste Management	Waste and Waste Volume	kg	172,960	195,130	210,030	
	Waste and Waste Volume Processed for Reuse and/or Recycling	kg	48,454	51,932	50,680	

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E5 Greenhouse Gas Management	Total Greenhouse Gas Emissions of - Scope 1	tCO ₂ e	356	398	556	
	- Scope 2	tCO ₂ e	2,111	2,256	2,401	
	- Scope 3	tCO ₂ e	2,978	3,309	3,953	
	Total Greenhouse Gas Emissions of Scope 1, Scope 2, and Scope 3	tCO ₂ e	5,445	5,963	6,920	
	Greenhouse Gas Emissions per Unit (Carbon Intensity)	tCO ₂ e/Unit	0.00581	0.00514	0.00572	
PPH-E1 Environmentally Friendly Products	Percentage of sales of environmentally friendly products (eco products) to total product sales	%	-	-	-	
	Total weight of all packaging,	kg	-	-	1,311,584.99	

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PPH-E2 Use of Environmentally Friendly Packaging	classified by type and properties					
	Reusable Packaging	%	19.95	19.23	7	General Definitions Packaging designed or reused for its original purpose, which does not undergo reprocessing into new materials and is not repurposed for other uses.
	Recyclable Packaging	%	80.03	80.65	91	Packaging that, at the end of its lifecycle, can be reprocessed into raw materials for use in the manufacture of new products.
	Percentage of packaging with recycled materials	%	-	0.02	21	The calculation is based on packaging components, including WBB paperboard boxes (manufactured by Bang Len), inserts (manufactured by Burapha Daeng), and corrugated cardboard boxes.

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	Percentage of biodegradable packaging	%	0	0	0	<p>Packaging made from materials that can be broken down by biological processes through the action of microorganisms under suitable environmental conditions—such as humidity, temperature, and oxygen—into natural substances like water, carbon dioxide (or methane in the absence of oxygen), and biomass, without leaving behind harmful toxic residues in the environment.</p> <p>Degradation may occur under conditions like:</p> <ul style="list-style-type: none"> Natural environment (depending on material type and how long it's exposed) Industrial composting system with controlled temperature, humidity, and oxygen levels.

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						<p>Remarks</p> <p>The term “biodegradable” should be supported by evidence or testing based on relevant standards, such as those for biodegradation or composting.</p>
PPH-E3 Use of Environmentally Friendly Materials	Total weight of all materials, classified by type such as - Non-renewable materials - Renewable materials	kg	0	0	0	
	Percentage of recycled materials used in product development	%	-	-	-	
	Percentage of reclaimed materials (expired or	%	-	-	-	

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	degraded) used in product development					
PPH-E4 Animal Welfare Management	Number of disputes or complaints regarding the use of animal testing with corrective actions	Total	0	0	0	

Indicator	Sustainability Indicators	Unit	2023			2024			2025			Remarks
Social Dimension												
S1 Human Rights	Number of incidents related to human rights violations along with corrective and remedial measures	Number	-			-			-			
S2 Fair Labor Practices	Number of employees categorized by gender, age, position level, and region of residence		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	Total number of employees	Person	695	362	1,057	709	398	1,107	760	410	1,170	
	Number of employees by age		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	- Under 30 years	Person	229	131	360	239	137	376	229	142	371	
	- 30–50 years	Person	427	191	618	412	213	625	460	219	679	

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			Female	Male	Total	Female	Male	Total	Female	Male	Total	
	- Over 50 years	Person	39	40	79	58	48	106	71	49	120	
	Number of employees by position level		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	- Operational level	Person	544	290	834	555	317	872	617	333	950	
	- Managerial level	Person	147	55	202	144	61	205	133	57	190	
	- Executive level	Person	4	14	18	10	13	23	10	13	23	
	Senior executive level	Person	-	3	3	-	7	7	-	7	7	
Number Of Employees Categorized By Region Of Residence												
	Thai Nationality		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	- Ratchaburi	Person	359	226	585	382	255	637				In 2025, the publication distribution was changed from locations like
	- Bangkok	Person	225	77	302	218	80	298				
	- Others	Person	111	59	170	109	63	172	118	58	176	
	Central Region	Persons							487	298	785	
	Northern Region	Persons							33	14	47	
	Southern Region	Persons							35	9	44	

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	Eastern Region	Persons							49	17	66	Ratchaburi and Bangkok to Bangkok and surrounding regions, based on geographical areas.
	Northeast	Persons							38	14	52	
	Number of employees who are persons with disabilities and/or elderly	Person	2	6	8	4	6	10	5	7	12	
	Total employee compensation	Baht	393,200,266.09			428,322,928.37			459,422,132.21			
	Percentage of employees who are	%	56.67			59.26			63.76			

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
	members of the provident fund					
	Gender pay gap	At: M = Calculation result: 1	0.83	0.95	1.82	
	Average training hours per employee	Hour/ PERSON/ YEAR	56.05	83	115.22	
	Employee development expenses	Baht	921,592.30	3,565,501.68	4,213,308.41	
	Number of incidents or cases of work-related injuries leading to work stoppage	Time	1	-	1	

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
	Lost Time Injury Frequency Rate (LTIFR)	Time/ 1,000,000 Hours	0.436	0.000	0.41	
	Percentage of employees who resigned voluntarily (average per year)	%	8.23%	18.07%	12.00%	Total employees who passed or failed their probationary period.
	Number of major labor disputes along with corrective measures	Number	0	0	0	
	Employee engagement assessment results	%	90.23	90.29	92.52	

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
S3 Responsibility to Customers/Consumers	Number of customer data breach cases with corrective measures	Number	0	0	0	
	Number of incidents or complaints related to consumer rights violations with corrective measures	Number	0	0	0	
	Customer satisfaction assessment results	%	88.67	84.00	87.00	
S4 Responsibility to the Community/Society	Number of disputes with communities/society with corrective measures	Number	0	0	0	
	Total amount spent on community/social development and	Baht	1,001,920.00	1,028,414.80	1,346,543.60	

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
	assistance projects or activities					
PPH-S2 Respect for Diversity and Equality	Employee data categorized by gender and nationality	Person	1,057	1,107	1,170	
	Number of incidents or complaints regarding violations of rights, equality, and unfair labor practices with corrective and remedial measures	Number	0	0	0	
PPH-S3	Number of female employees by job level					
Promotion of Women Workers	Number of female employees categorized by job level	Person	544	555	617	

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
	- Operational level employees					
	- Management level employees	Person	147	144	133	
	- Executives	Person	4	10	10	
	- Senior executives	Person	-	-	-	
PPH-S4 Fair Wage Determination	Percentage of employees receiving wages equal to or above the legal minimum wage	%	100%	100%	100%	

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks	
Governance Dimension							
G1 Policy, Structure, and Corporate Governance System	Total number of board members	Person	7	7	7		
	Number of independent directors	Person	3	3	3		
	Number of non-executive directors	Person	1	1	1		
	Number of FEMALE directors	Person	0	0	0		
	Audit Committee	Person	3	3	3		
	Executive Committee	Person	12	11	11		
	Nomination Committee	Person	3	3	3		
	Risk Committee	Persons	3	3	3		
	Number of YEARS in position for individual directors						
	1. Dr. Wanchai Suttanan	Year	3	4	5		
	2. Pharmacist Vorathep Kokitpoonpol	Year	3	4	5		
	3. Dr. Thanadon Raksaphon	Year	3	4	5		

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
	4. Pharmacist Suwit Ngamphuphan	Year	31	32	33	
	5. Pharmacist Supachai Saibua	Year	31	32	33	
	6. Pharmacist Somchai Phisphahutharn	Year	31	32	33	
	7. Mr. Surasilp Ngampoopun	Year	3	4	5	
	Number of Board Meetings	Time	11	6	8	
	The number of meetings of the Audit Committee	Time	5	4	4	
	The number of meetings held by the Nomination and Remuneration Committee.	Time	1	1	2	
	Number of times the Risk Management Committee met	Time	4	4	4	
	Number of times the Executive Committee met	Time	11	7	9	

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
	Individual director remunerations					
	1. Dr. Wanchai Suttanan	Baht	315,000	360,000	650,000	
	2. Pharmacist Vorathep Kokitpoonpol	Baht	275,000	300,000	430,000	
	3. Dr. Thanadon Raksaphon	Baht	365,000	395,000	540,000	
	4. Pharmacist Suwit Ngamphuphan	Baht	-	-	24,000	
	5. Pharmacist Supachai Saibua	Baht	-	-	24,000	
	6. Pharmacist Somchai Phisphahutharn	Baht	-	-	24,000	
	7. Mr. Surasilp Ngampoopun	Baht	-	-	16,000	
	Total remuneration of senior executives	Million baht	31.36	32.25	33.31	
	Number of cases of business ethics violations or corruption, with corrective measures	Number	0	0	0	

Indicator	Sustainability Indicators	Unit	2023	2024	2025	Remarks
	Percentage of new company suppliers screened for sustainability issues	%	-	15.61	7.69	
	Percentage of key suppliers signing and complying with the company's supplier code of conduct	%	-	66.29	96.23	<p>The base of key trading partners in 2024 and 2025 differs. In 2024, there were a total of 89 key trading partners, of which 59 signed the Supplier Code of Conduct (SCoC), representing 66.29%.</p> <p>For 2025, there were a total of</p>

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						<p>53 key trading partners, of which 51 had signed the Supplier Code of Conduct (SCOC), representing 96.23%.</p> <p>The change in the database of key trading partners stems from incorporating ESG criteria into the key trading partner selection process, leading to adjustments</p>

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						in the number of partners listed.
	Research and development expenses for innovation	Baht	5,903,243.21	10,488,814.81	8,598,293.62	
PPH-G2 Quality and Product Recall	Percentage of technology infrastructure certified for cybersecurity standards, such as ISO 27001 or others	%	0	0	0	ISO 27001 implementation will begin in 2025.
	Percentage of employees trained in cybersecurity and personal data protection	%	None	None	BLC : 92.72 Subsidiary: 100	
	Number of cyberattack incidents on the company, with corrective measures	Number	0	0	0	

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	Number of personal data leakage incidents, with corrective measures	Number	0	0	0	
PPH-G2 Quality and Product Recall	Number of product recalls, with corrective and remedial measures	Number	0	0	0	
PPH-G3 Emergency and Crisis Management	Number of TIMES emergency and crisis drills were conducted	Time	1	1	5	
	Number of business disruption incidents, with corrective measures	Number	0	0	0	